

# MANAGEMENT IN INDIAN MYTHOLOGY WITH SPECIAL REFERENCE TO QUALITIES OF A MANAGER ACCORDING TO BHAGWAD GEETA

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## ABSTRACT

The management science and its principles can be traced out in the Indian Mythology, particularly in Ramayan, Mahabharat, Upanishad, and Bhagwad Geeta. Lord Krishna explained the Geeta on the battlefield of Kurukshetra to Arjun the prince of Pandavas. If we see the words of wisdom by Shrikrishna they are found useful and significant to the modern managers. It is a myth that Geeta is a mythological book which is to be studied after the retirement of a person, in fact Geeta teaches us about how to live and it also helps us to face the day to day situations in the life. It preaches how to become successful in the life and how man should play different roles during his lifetime. This paper focuses on the different essential qualities and capabilities of a successful man as told by Lord Krishna to Arjun. The managers while working in the company must adapt the qualities discussed in the paper Gyan, Dhyana, Self Control, Buddhi, Dhriti, Karma and Swadharma. After thousands of years passed, still those capabilities and qualities are worthwhile for the young managers when they take charge for the overall administration and proceed towards the accomplishment of the common goals of the organization. The study of spirituality is always beneficial for managers. Adaption of these qualities by the managers will certainly make their and other's life full of harmony, satisfaction and prosperity.

**Keywords: Ramayan, Mahabharat, Upanishad, Bhagwad Geeta, Pandavas, Kurukshetra.**

**INTRODUCTION:**

In the present world the students are found very much interested in studying management subject and to make a bright career in management. They study the course curriculum in management science, a large variety of subjects upto completion of the degree with their specialization. If we study the Indian mythological books (Granthas) we can find that the topics, theories of management can be matched with the different incidents and actions mentioned in Ramayan, Mahabharat, Ved, Upanishad, and Bhagwad Geeta. Just like in Ramayan we can test the leadership styles like Autocratic, Collegial, Democratic and Participative, in the character of Maryada Purushottam Shriram. We can also study the different leadership qualities in the great character of Pawan putra Hanuman. In Mahabharat Lord Shrikrishna used so many management tactics against the Kauravas and brought the victory to his side. The role of Bhagwad Geeta in management is very significant. The guidance given by Shrikrishna to Arjun is very important for the new management students to understand the concepts and theories of management. A management degree holder when appointed as a manager has a great responsibility on his shoulders. He has to execute the policies designed by the board of directors on one side and on the other side he has to take care and work in the interest of the employees in the organization. This is a very challenging task and sometimes the decision making becomes very tough. In such type of complex situation the spiritual power helps him a lot. Bhagwad Geeta is an excellent book of guidance. For becoming a successful and dynamic manager one should study the Geeta on a regular basis and try to adopt the qualities as described by Lord Shrikrishna. These qualities are general qualities which are expected to be in every person on this earth, but if a manager adapts them seriously, he will find that he is supported by the spiritual power in his job. It gives us so many messages like Nishkam Karmayoga which motivates the managers to work selflessly. The practical approach of Swadharma is also very interesting and important where Lord Krishna says that the every body has to perform the duty strictly as per his role.

**REVIEW OF LITERATURE:**

We studied lot of research papers and various books related to the topics Geeta and Management, qualities of managers, ethics in Geeta. Some of the noted reviews of literature are stated below-

**Sharma and Talwar** (2005) described in their study that, for corporations money is the real nerve of business systems. Vedic economic philosophy is pure and

focused on “ prosperity for all”. The vedic philosophy emphasizes that those actions which are coming from the core of the heart will provide long lasting returns.

**Joseph** (2006) mentioned in his book that Shrimad Bhagwad Geeta is a marvelous book of guidance. Be you a seeker of spiritual enlightenment or a person facing a moral dilemma or a managing director of a multinational company working for success. The Geeta can guide people effectively in achieving your objectives.

**Nateson & et.all**(2009) stated that the Gita’s essence of Yoga, Dhyan, Sambhava, Nishkam Karma and Tatwam Asi provide the keys for influencing contemporary management thoughts and global business practices. Gita is a philosophical foundation from which a deeper understanding of successful solutions to management leadership issues and emerging business practices.

**Gupta** (2011) mentioned in his article that ethics are linked to spirituality. Everyone of us whether as manager or employee is fighting his own battle, his own Kurukshetra. The Gita can help us to learn to regulate our senses, control our minds and gain spiritual strength.

**Chavali** (2012) stated that three main ways of Indian life are closely associated with Satyam(truth) Shivam(good) and Sundaram (beauty). These have been considered as basic values of Indian ethos. India has the eternal wealth of human values which were taught in the cosmic science of Bhagwad Gita and Upanishad.

**Agrawal** (2014) found in his research that Gita is intercepted with numerous personal values. It had such a tremendous influence and impact on the mankind that great leaders,scientists,philosophers intellectuals have looked upon it as a source of guidance.

**Muniapan**(2015) studied that among the literature from Indian context the Bhagwad Gita is one of the most popular and most cited by many scholars and practitioners in the field of business leadership. The business ethics are based on eternal values and moral principles.

**Jayram V.** mentioned in his study that Bhagwad Gita is a treatise on dharmik (virtual) living which leads to peace, wisdom, happiness and stability. It’s emphasis is upon ethical behavior,inner purity, virtuous conduct, responsible living and unwavering commitment to liberation.

**OBJECTIVES OF THE STUDY:**

1. To study the qualities and capabilities of a successful man as preached by Lord Krishna in Bhagwad Geeta.
2. To study the utility of the Geeta for Managers.
3. To study the holistic spiritual approach in management.

**TEXT:**

During his address to Arjun, Lord Krishna gave so many useful suggestions which are useful for every person in every role even today. A manager always strive hard to become successful. He performs all the duties very sincerely in the light of the common goals of the organization. This process is very tough to be conducted. The manager has to take so many decisions every day, even a single decision proves wrong the organization has to pay a big cost for it. If every manager tries to adapt the below mentioned qualities as they are given in Geeta, he can get a spiritual support in his day to day work and will be able to increase his efficiency. In fact the adaption of these qualities and virtues are advised to all human being not only for managers. The qualities are as under-

**Gyan:** The manager must have all over and a clear cut vision of the organization. There are more than one departments functioning in the organization and similarly such departments are divided in to divisions. The organization stands in the form of various departments like Production, Marketing, Finance, Human Resources, mainly. So many people are working therein. The head of the institution must see all the departments with a vision of unity. A person who believes in sincere hard work with pure heart can have this particular insight of vision and knowledge i.e. Gyan. It is noteworthy that Bhagwan Krishna gave "Divya Drishti" to Arjun then he had the "Vishwa Roop Darshan", the real vision. Gyan also reflects the meaning of subject knowledge. Without subject knowledge one cannot be successful because it is to be used in the job or business. As per Bhagwan Krishna Gyan is the most sacred thing in this world-

न हि ज्ञानेन सदृशनपवित्रमिह विद्यते।

तत्स्वयमयोग संसिद्धः कालेनातमनी विंदती॥ ( श्लोक 38 अध्याय4)

This can be interpreted that in this world there is only Gyan which makes us pure and sacred. A man who follows karmayoga automatically adapts this Gyan successfully in his soul.

**Dhyan:** The dhyan is meditation. It is a process of concentrating the mind and to have positive flow of thoughts in as well as to outflow the negative thoughts from the mind. The meditation helps us to settle down and focus on the target with all the energy, it stops the diversion of the energy. When the mind becomes calm and quiet the intellect is redeemed from the waste thoughts and body is prepared for taking higher challenges. It acts like a refreshing button. The human mind is very powerful but we are not able to use the absolute power of it in our job because we have a congestion of useful and useless thoughts therein. Lord Krishna says it is not an easy task to control the mind because it is always rolling. Meditation can be successful after a long regular practice. In management the policy, strategy making, decision making are very tough and challenging tasks. For this a steady and clear state of mind is very essential. So the managers are advised to study and do meditation regularly. Bhagwan Krishna in the 11 th, and 12 th shloka of 6 th adhyaya of Bhagwad Geeta gives the way how to meditate-

शुचौदेशे प्रतिष्ठाप्य स्थिरमासनमात्मनः।

नात्युच्छ्रितन नाति नीचं चैलाजिनकुशोत्तरम॥

तत्रैकाग्रं मनः कृत्वा यतचित्तेन द्रीयक्रियः।

उपविशयासने यूञ्ज्याद्योगमात्मविशुद्धये॥ ( श्लोक 11,12 अध्याय 6)

This means that one should sit on the clean surface, covered by grass and skin of deer, not so high or down and try to control the mind and concentrate for the purification of soul.

**Self Control :** Self control for a person who wants to focus is very significant. There are so many managers who lose the opportunity due to lack of self control. We can take self control in this manner that generally people do not perform the right thing at the right time so they get failed. This is applied to every person in every role. Managers generally face the problem of work life balancing, stress at workplace, but they need to be determined and duty bound. For example if a manager does not prepare budget in the beginning of the year he will have to face so many problems in the upcoming months. For preparing budget he has to work

more than the official hours or on holidays in the office, for this self control is required, he is supposed to focus on the necessary work which is the demand of the time. For self control according to Bhagwan Shrikrishna the mind must be stable-

**वशेहियस्येन्द्रीयाणी तस्यप्रजा प्रतिष्ठिता|| (श्लोक 61 अध्याय2)**

This means that the one who controls all organs, his mind is completely stable.

**Buddhi** :Sharing the vision with all the employees and execution of the ideas though the people in the company, is the main challenge for a manager because large varieties of people with diverse mindsets are working in the organizations. This requires an extra ordinary capability that is called buddhi. The role of a manager is of a leader also. The best way to define a leader is that “ Leader is a man who makes other people do what they do not want to do”. Buddhi also helps in solving the difficulties and facing the adverse situations. Normally students think that when they complete the degree and placement, they are settled in the job or business, but this is not true, when he joins the company or the enterprise every new day is full of new challenges. Looking from another point of view, utilizing the theory of management in practical field requires buddhi for the manager, as it is also said that “Management is an art of getting the things done through people”. Bhagwan Krishna says to Arjun that-

**व्यवसायात्मिका बुद्धिरेकेह कुरुन्दन|**

**बहुशाखाह्यअनंताश्च बुद्धयोऽव्यवसायीनाम|| (श्लोक41 अध्याय2)**

This means that buddhi is the capability which should be very firm. The people who have such buddhi are the real followers of Karmayoga. Those who have diversity of mind cannot have such ability. This can be interpreted as the professionalism which means your ability (buddhi) should be utilized firmly towards the goal which you have.

**Dhriti** :The meaning of dhriti is patience. The leader himself must have this. When a manager leads the organization he experiences that the way to success is very long, which is also full of difficulties and failures. Patience is a quality in which the manager is never frustrated even the team members get disappointed, but consistently engaged in making efforts repeatedly. In the young generation there is always a lack of patience. They want everything without any struggle. Actually the success received after the long fight or lot of efforts is really that gives us more pleasure. The efforts are required with full focus on the same. Here

it is important to know that due to obstacles or difficulties the consistency of efforts should not be broken. Bhagwan Krishna says that –

यदा संहरते चायां कूर्मांs ड निव सर्वशः|

इंद्रियानिन्द्रीयार्थेभ्यस्तस्य प्रज्ञा प्रतिष्ठिता|| (श्लोक 58 अध्याय2)

This can be interpreted that the tortoise collects its scattered body from all the sides under cover according to its focus if diverted in different directions should be collected which will make the mind stable and efforts should be continued in the same direction.

**Karma:** Geeta is a motivational book which propounds “Karmayoga”. It is a law of Physics that every action has an equal or opposite reaction. Similarly every individual gets the appropriate result of his action. In Hindu religion there is a saying that what bad or good happens with us is the result of our acts (Karma) in the previous life. Fate is a result of karma in the past. In Geeta Bhagwan Krishna motivates Arjun to take the responsibility of the fight in the war of Mahabharata. Also Krishna preaches the importance of “Nishkam Karma” i.e. the work performed without expectation which is most valuable and to be understood by the people. Here Krishna advises also not to become selfish. A manager or a leader must be always engaged in the works for the development of the organization and employees but he must not be greedy to earn more and more and should never take the credit himself. The significance of Karma in Geeta is described in the following shloka-

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन|

मा कर्मफलहेतुर्भूर्मा ते संज्ञोस्त्वकर्मणि|| (श्लोक47 अध्याय2)

This means that we have the right to perform karma i.e. work only. One is not supposed to become the object of work and should not lose his interest in the performing the work.

**Swadharma:** We must choose our career as per our interest, it is always being advised to the students and their parents also. For achieving the goal on a particular career path we must know the field of interest. But it is also important here that we must know what is our duty in a particular role. Knowing this is knowing real “Swadharma”. One should not hesitate in conducting the duties required as per his profession and role. A manager must know his swadharma very clearly which should reveal in his every action and thought. Bhagwan Krishna tells Arjun that being a “Kshatriya” you must know your Swadharma

which directs you to raise the weapon for protection of the Satya and Dharma (Truth) against the adharmi (evil) people. Arjun was supposed to fight against Kauravas including his own family members, his Guru and respected people. He felt powerless and frustrated to do the same and refused to fight on the battlefield. Here Bhagwan Shrikrishna guided him about his swadharma-

**स्वधर्मपि चावेक्ष्य नविकंपितुमरहसि | (श्लोक 31अध्याय2)**

This can be interpreted as for a Kshatriya the best duty is to fight for the victory of Dharma against Adharma. (Injustice ).

### **CONCLUSION:**

In Indian mythology the spiritual approach is given. This holistic approach is important in everyone's life. In modern world we can take very advanced higher education in management stream, get a high salaried job, but it is important that the Indian value based ethical approach should not be taken as mere subject by the managers but it should be adapted by them also in their lifestyle and work. This will only lead us towards the allround human development and prosperity. Right now maximum number of people do not give importance to the regular study of Mythological Granthas (books)like Geeta. Most of them give reasons that the work life is full of complexity so that we are not able to take in to account such value based spiritual study, we will plan for it after our retirement. In fact Geeta is a book which is full of guidance given by Bhagwan Shrikrishna to Arjun, how to behave in the various situations of life. What is Swadharma ,i.e. how the responsibilities are being carried by every person. The managers while working in the company must adapt the different qualities discussed in the paper Gyan ,Dhyan, Self Control, Buddhi, Dhriti, Karma and Swadharma. During this study we can get the answers of so many questions which arise in our mind but remain unanswered.

India had been in the position of "Vishwa Guru",due to our spirituality and value based ethical education and culture. It is significant for the managers to understand that with the help of Geeta they can improve the quality of the work life and will be able to have satisfaction and atmanubhav (self pleasure) which is the ultimate goal of human life. If a manager has all the above qualities,his life and the life of all the employees working in the organization will certainly be full of satisfaction, harmony and prosperity.



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**KEYWORDS:**

- **Ramayana:** It is an Indian Mythological Epic describing the life of Shri Ram.
- **Mahabharat:** It is an Indian Mythological Epic describing the War between Kauravas and Pandawas for Truth.
- **Upanishad:** These are vedic granthas (books).
- **Bhagwad Geeta:** This is the Mythological grantha (book) which includes the guidance given by Lord Shrikrishna to Arjun.
- **Pandavas:** The Royal Five members family of Hastinapur.
- **Kurukshetra:** The place in India where the battle of Mahabharat took place.